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## 1. Introduction

- 1.1. The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by removing anomalies and inconsistencies that had developed over time in the existing legislation, and it extends the protection from discrimination in certain areas.
- 1.2. Tutor Train Ltd seeks to foster warm, welcoming and respectful environments, which allow us to question and challenge discrimination and inequality, resolve conflicts peacefully and work and learn free from harassment and violence.
- 1.3. We recognise that there are similarities and differences between individuals and groups but we will strive to ensure that our differences do not become barriers to participation, access and learning and to create inclusive processes and practices where the varying needs of individuals and groups are identified and met. We, therefore, cannot achieve equality for all by treating everyone the same.
- 1.4. We will build on our similarities, seek enrichment from our differences, and promote understanding and learning between and towards others to create cohesive communities.
- 1.5. This Equality Policy for Tutor Train Ltd, brings together all previous policies, schemes and action plans around equality, including those we previously had for Race, Gender and Disability. It includes all the protected characteristics covered under the Equality Act 2010 as well as other aspects which have the potential to discriminate against or devalue any individuals within our community.

## 2. Aims

- 2.1. Our Equality Policy is inclusive of everyone within Tutor Train Ltd – students, tutors, parents/carers, and schools. We aim:
- 2.2. To provide a secure environment where all our students can flourish and achieve all five outcomes of ‘Every Child Matters’ (be healthy, stay safe, enjoy and achieve, make a positive contribution, and enjoy economic well-being).
- 2.3. To eliminate discrimination, harassment and victimisation.
- 2.4. To promote equality of access and opportunity within Tutor Train Ltd.

- 2.5. To promote positive attitudes to difference and good relationships between people with different backgrounds, genders, sexual orientations, cultures, faiths, abilities and ethnic origins.

### **3. Our Duties**

- 3.1. We have due regard to the need to ensure that persons with protected characteristics are not disproportionately or negatively impacted due to our decision or policy making.
- 3.2. We positively foster good relations between different groups of pupils within Tutor Train Ltd and beyond.

### **4. Pupils should:**

- 4.1. At all times feel safe from harassment, insult or discrimination and have access to help should any offence occur.
- 4.2. Have the right to functional access of all curriculum areas and should have the opportunity to fulfil their potential in each of those areas.
- 4.3. Be equally entitled to their tutors' attention.
- 4.4. Have their differing needs recognised by both tutors and other pupils if all can fulfil their potential.

### **5. Tutors should:**

- 5.1. Be mindful of the unintentional nature of much discrimination and will adopt good practice in relation to expectations, use of appropriate language, resources and guidance
- 5.2. Strive to plan work and organise and manage classes to take into account such factors as ethnicity, disability, gender, socio- economic backgrounds and giftedness whilst maintaining consistently high expectations.